

January 29, 2013

Ms. Stephanie L. Beckhorn
Manager, WIA Section
Workforce Development Agency
201 N. Washington Square
Lansing, MI 48913

RECEIVED

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WIA
WORKFORCE PROGRAMS

Re: Layoff/WARN

Dear Ms. Beckhorn:

In accordance with the Worker Adjustment and Retraining Act ("WARN"), 29 U.S.C. § 2010 *et seq*, you are hereby notified, as the responsible official for the State Dislocated Workers Unit, that Stefanini, Inc. ("Stefanini") will be terminating its Deskside and Service Desk business ("Deskside"), currently being provided to Ford Motor Company in Dearborn and Allen Park, Michigan.

This action was made necessary because Ford Motor Company recently notified Stefanini that effective April 1, 2013, this Deskside business will be transitioned to HCL Technologies, ("HCL"), an Indian-owned company, headquartered in Noida, India.

As a consequence, the following jobs will be permanently eliminated from Stefanini sometime during the time period of April 1st to April 14th:

| TITLE | NUMBER |
|--|------------|
| Unix Administrators | 8 |
| Team Leaders | 6 |
| Global Service Desk—Subject Matter Experts | 3 |
| Service Delivery Managers and Program Managers | 4 |
| Operations Specialists | 2 |
| Knowledge Engineers | 8 |
| Helpdesk Technicians | 3 |
| Deskside Technicians | 71 |
| BPI Analyst | 1 |
| Database Administrators | 1 |
| TOTAL | 107 |

The individuals affected will be permanently terminated from Stefanini during that time period and have no bumping or transfer rights. There is no labor union, and this same date we have provided individual notice to each of the affected employees.

The Deskside and Service Desk business supporting Ford Motor Company is centrally managed from the address of Ford ITHQ, 1303 Fairlane Circle, Allen Park, Michigan. However, a small number of these 107 employees are located at remote sites around the United States (Less than 5, at any one location). Due to the very small number of such employees, we have provided notice only to you, Mayor John B. O'Reilly, Jr. (Dearborn) and Mayor William Matakas (Allen Park).



Although there are no bumping rights for these Stefanini employees, it is our understanding that HCL intends to interview and make offers to a limited number of affected employees to support this business. We are doing our best to facilitate this process. In addition, efforts are underway to match the skills of the affected employees with open positions within Stefanini. Once again, those opportunities will be limited.

The name, address and telephone number of the Company official to contact for further information is:

Heidi K. Hagle
Vice President, Human Resources
27335 West Eleven Mile Road
Southfield, MI 48033
248-213-3643

It is our intent that this notice adequately comply with all of our legal obligations under the WARN Act. As stated above, a similar notice is being provided this same date to Mayor O'Reilly. If you believe a copy of this Notice should be sent to anyone else, or if any additional information is necessary in order for Stefanini to comply with the WARN Act, please contact me.

To the extent programs, benefits, and training may be available for our displaced employees, please contact us at your earliest convenience.

Sincerely,

STEFANINI, INC.

Heidi K. Hagle
Vice President, Human Resources